

## Equality Impact Analysis Form

### 1. Equality Impact Analysis (EIA) Form

<b>Title of EIA (policy/change it relates to)</b>	Waste Collection Service Changes – Three Weekly Residual Waste & Weekly Food Waste.	<b>Date</b>	05/09/2022
<b>Team/Department</b>	Shared Waste Management Service		
<b>Focus of EIA</b>  What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	<p>The services changes are being proposed to ensure waste collection services remain fit for purpose and meet the Councils objectives for financial and environmental sustainability. The change to the weekly separate collection of food waste is expected to be mandated in 2025 and the change of frequency of collection for residual waste will help mitigate the increased costs of the service and mitigate some of the additional carbon impacts of the fleet. The service changes will be implemented as part of the waste collection contract change in 2025 and the changes will affect all residents in the district. Residents will be required to change the way they manage the waste they produce and use different waste collection arrangements.</p>		

**Please note:** Prepopulated data for protected categories other than Age and Gender come from 2011 census results<sup>1</sup> on the district, the Age and Gender data comes from ONS mid-year estimates<sup>2</sup>. If the service has specific demographic data for service users/residents than this should be used instead.

<sup>1</sup><https://www.nomisweb.co.uk/census/2011>

<sup>2</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalescotlandandnorthernireland>

## 2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
Age	<p>Under 20</p> <p>20-24</p> <p>25-29</p> <p>30-44</p> <p>45-59</p> <p>60-64</p> <p>65-74</p> <p>75-84</p> <p>85-89</p> <p>90</p>	<p>24.2%</p> <p>4.5%</p> <p>5.5%</p> <p>19.8%</p> <p>22.9%</p> <p>5.4%</p> <p>9.6%</p> <p>5.6%</p> <p>1.6%</p> <p>0.9%</p>	<p>Service changes are often perceived negatively. They are perceived as placing additional burdens on householders. However, the public consultation also indicated that 45% of residents residual waste bins were half full or less. Only 9% of residents indicated that</p>	<p>The results indicate that a large proportion of residents do not need to change behaviour to manage the change. It also indicates that some of the changes would be welcomed. It also shows that some of our existing policies will support the changes. It is expected that the parents of multiple children in nappies and users</p>	<p>Households with multiple children in nappies will be supported to consider reusable options with our existing nappy scheme. We will promote our 'exceptions' policies. Our policy currently allows for additional capacity for households producing large quantities of nappy waste. It is proposed that under a policy change these households will be offered fortnightly collections. We will also promote our assisted collection service for those residents who</p>

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			they were not at all likely to use a weekly food waste collection. 42% of residents indicated that they would like to see additional collection capacity provided for those who may need it.	of adult nappies (which may be a higher proportion of older residents) would find the three weekly service most difficult to manage. Older residents are likely to live in smaller households which would mean managing their waste with the provided capacity would be easier. Older residents may find the three – weekly cycle confusing.	may struggle due to their age and deteriorating mental capacity to remember to put bins out on a three weekly cycle.

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<b>Disability</b>	11,663 households in East Herts have one person in household with a long-term health problem or disability.	42% of residents indicated that they would like to see additional collection capacity provided for those who may need it.	Users of adult nappies would find the three weekly service most difficult to manage.	Our existing policy on assisted collections already supports this group. We will promote our 'exceptions' policies. Our policy currently allows for additional capacity for households producing large quantities of nappy waste. It is proposed that under a policy change these households will be offered fortnightly collections.
<b>Gender reassignment</b>	N/A			

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Pregnancy and maternity			42% of residents indicated that they would like to see additional collection capacity provided for those who may need it.	It is expected that the parents of multiple children in nappies would find the three weekly service most difficult to manage.	We will promote our 'exceptions' policies. Our policy currently allows for additional capacity for households producing large quantities of nappy waste. It is proposed that under a policy change these households will be offered fortnightly collections.
Race	<b>White</b> English/Welsh/Scottish/Northern Irish/British Irish Gypsy or Irish Traveller Other White <b>Mixed/multiple ethnic groups</b> White and Black Caribbean White and Black African White and Asian Other Mixed	<b>95.47%</b> 90.25% 1.14% 0.04% 4.04% <b>1.61%</b> 0.45% 0.15% 0.62% 0.38%	The consultation feedback provided no mention of the proposals impacting this protected characteristic.	No anticipated impact	No mitigation measures necessary.



<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff		<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
	Religion not stated	7.26%			
<b>Sex/Gender</b>	The district is 51% female and 49% male		The consultation feedback provided no mention of the proposals impacting this protected characteristic.	No anticipated impact	No mitigation measures necessary.
<b>Sexual orientation</b>			The consultation feedback provided no mention of the proposals impacting this protected characteristic.	No anticipated impact	No mitigation measures necessary.

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<b>Marriage and civil partnership</b>	Single Married Civil partnership Separated Divorced Widowed	30.5% 52.3% 0.2% 2.3% 8.6% 6.2%	The consultation feedback provided no mention of the proposals impacting this protected characteristic.	No anticipated impact	No mitigation measures necessary.
<b>Assessment of overall impacts and any further recommendations</b>					
The impacts focus on the ability for residents to manage their own waste. As well as supportive policies for those who genuinely need additional support, we are also able to provide advice and guidance and will have additional staff resources during the mobilisation period to do this.					

### 3. List detailed data and/or community feedback which informed your EqIA (If applicable)



<b>Title</b> (of data, research or engagement)	<b>Date</b>	<b>Gaps in data</b>	<b>Actions to fill these gaps: who else do you need to engage with?</b> (add these to the Action Plan below, with a timeframe)
Public Consultation	22 <sup>nd</sup> July 2022 to 22 <sup>nd</sup> August 2022.	Not all residents completed the public consultation.	A communications campaign will deliver messages directly to households in advance of the service changes and additional advice and information will be provided either online or via the customer contact centre.

#### 4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
Ability to manage their waste	Updates to supportive policies and additional resources during service roll out.	Greater uptake of supportive policies	Low levels of complaints. Low instances of dumped nappy waste.	Ongoing.

**EqIA sign-off:** (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

<b>Lead Equality Impact Assessment officer:</b>		<b>Date:</b>	
<b>Directorate Management Team rep or Head of Service:</b>		<b>Date:</b>	
<b>Author of Equality Impact Analysis:</b>	Chloe Hipwood	<b>Date:</b>	05/09/22